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#1 New Release & Bestseller

“ Provides brilliant insights on what makes successful careers. ”

Dr. Hannes Ametsreiter
CEO, Vodafone Germany & Group ExCo Member, Vodafone Group

“ The most impactful guide for executives in career transition. ”

Peter Banks
Founder & MD theHRDIRECTOR

“ The compendium book on transitions, a critical topic in these days of uncertainty & change. ”

Dave Ulrich
Professor University of Michigan & Partner, The RBL Group

“ The ultimate guide to executive transitions to help leaders achieve their highest potential. ”

Dr. Marshall Goldsmith
Thinkers50 #1 Executive Coach & NYT Bestselling Author

NAVID NAZEMIAN, PCC - 13.04.2022

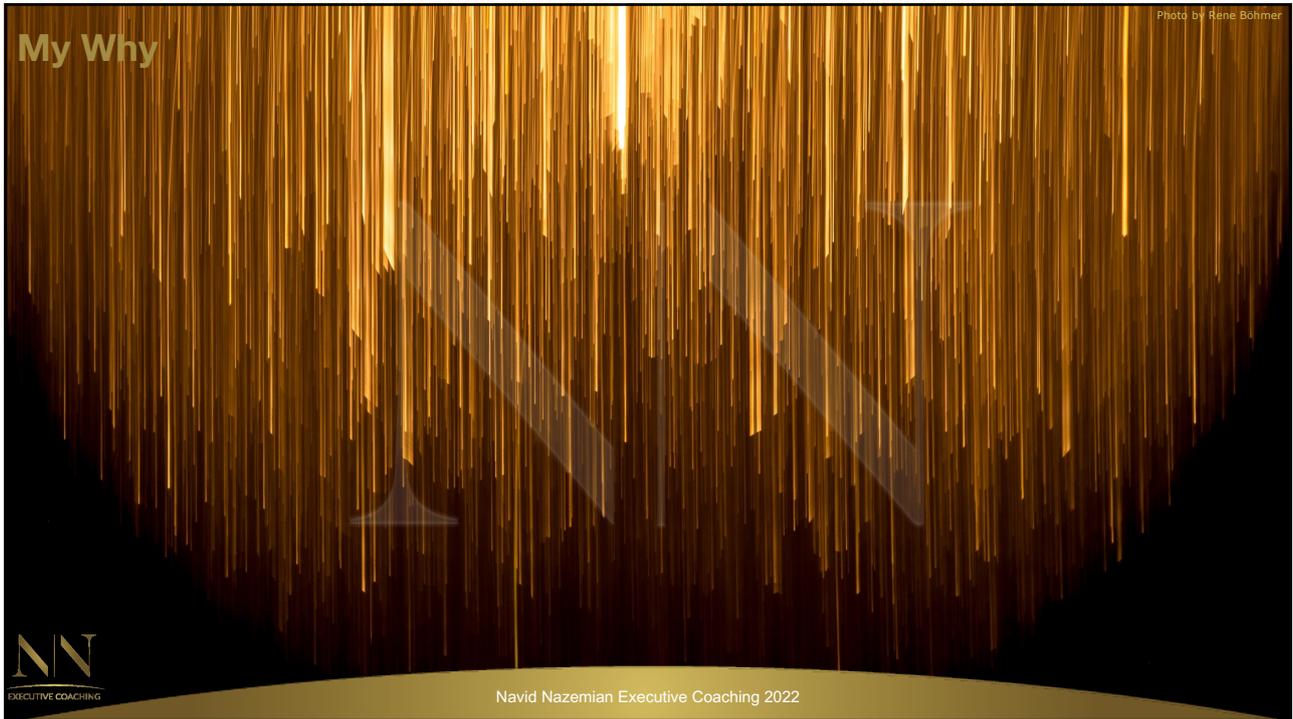
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Navid Nazemian - Author & Executive Transition Coach



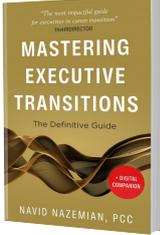
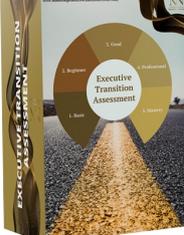
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Mastering Executive Transitions Assets

	<p>Buy the Book on Amazon:</p> <p>https://www.amazon.co.uk/dp/B09NSPW473</p>	<p>Receive Digital Companion Guide:</p> <p>hello@masteringexecutivetransitions.com</p>	
	<p>Download Free Book Sample:</p> <p>https://www.masteringexecutivetransitions.com/book</p>	<p>Take The Free Transition Quiz:</p> <p>https://www.masteringexecutivetransitions.com/ready</p>	


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www.masteringexecutivetransitions.com

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Today's Roadmap

1 Transition Coaching

2 Most Common Executive Transitions Challenges

3 Failure Rate & Cost of Failure

4 Proven Interventions That Work & CXO Case Study

5 Q&A

Executive Coaching

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My Executive Transition Journey

2021

MASTERING EXECUTIVE TRANSITIONS
The Definitive Guide
NAVID NAZEMIAN, PCC

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Executive Coaching

<https://tinyurl.com/executivetransitions>

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What is an Executive Transition Coach

	TRANSITION ACCELERATION ADVISER	LEADERSHIP DEVELOPMENT COACH
APPROACH	Proactive; aims to address common traps before they occur	Often reactive, occurring after a problem has been identified
VIEW	Assesses business situation and leader's approach to new role	Assesses existing competencies, styles, and behaviors
FOCUS	Transition planning and action	Self-awareness and behavior change
METHODOLOGY	Structured methodology and framework	Varied methodologies; tools and techniques vary by coach
STRATEGY	Creates a strategy to build momentum and manage oneself in the new role	Identifies gaps in competencies, behaviors, and mitigation strategies
RESULTS	A defined 90-day action plan	May result in development plan
SKILLS	Significant business acumen	Deep behavioral insight
DURATION	Usually time bound: 6-9 months	May take place over an extended timeframe



Michael D. Watkins: How Transition Coaches Accelerate Executive Onboarding

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Most Common Executive Transitions Challenges



Master Your Next Move: Michael D. Watkins, 2021

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Nearly Half of Executive Transitions Fail

Former Heidrick & Struggles CEO: "40% of executives hired at senior level are pushed out, fail or quit within 18 months"



Photo by Markus Winkler

Executive Coaching

HBR, McKinsey & Co., Center for Creative Leadership, Heidrick & Struggles, Navid Nazemian

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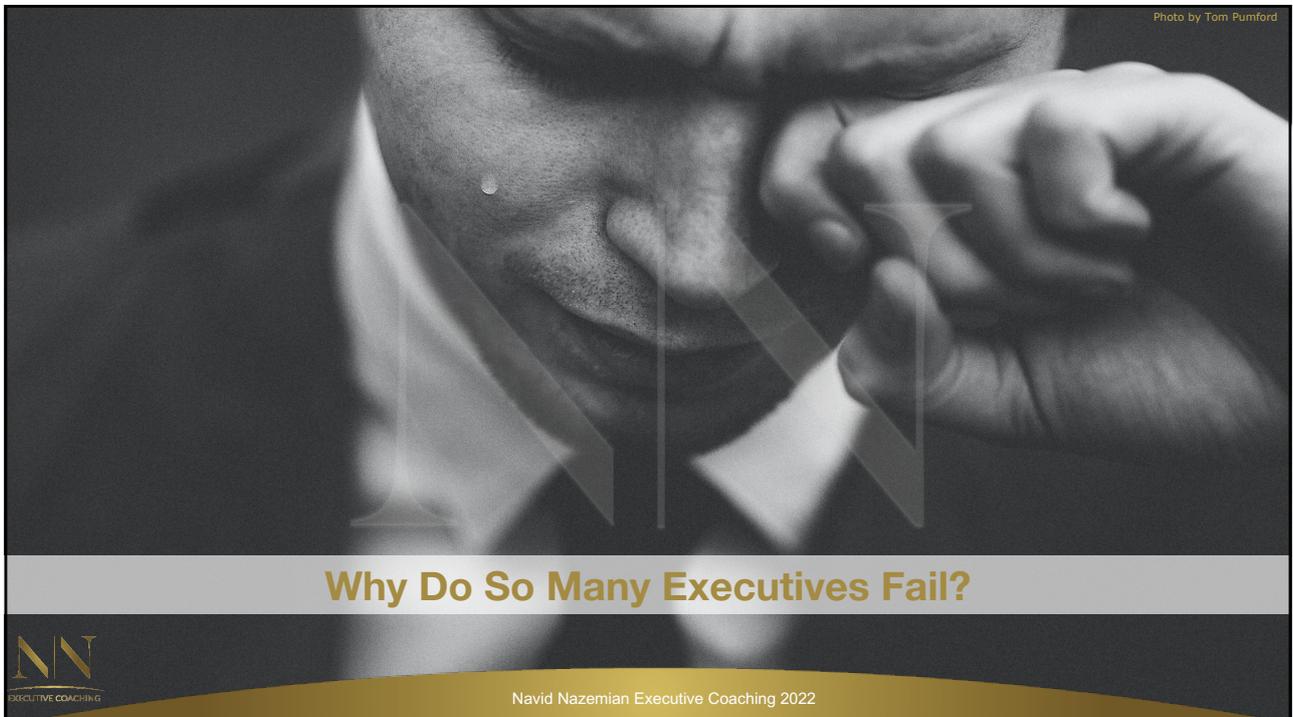


Photo by Tom Purnford

Why Do So Many Executives Fail?

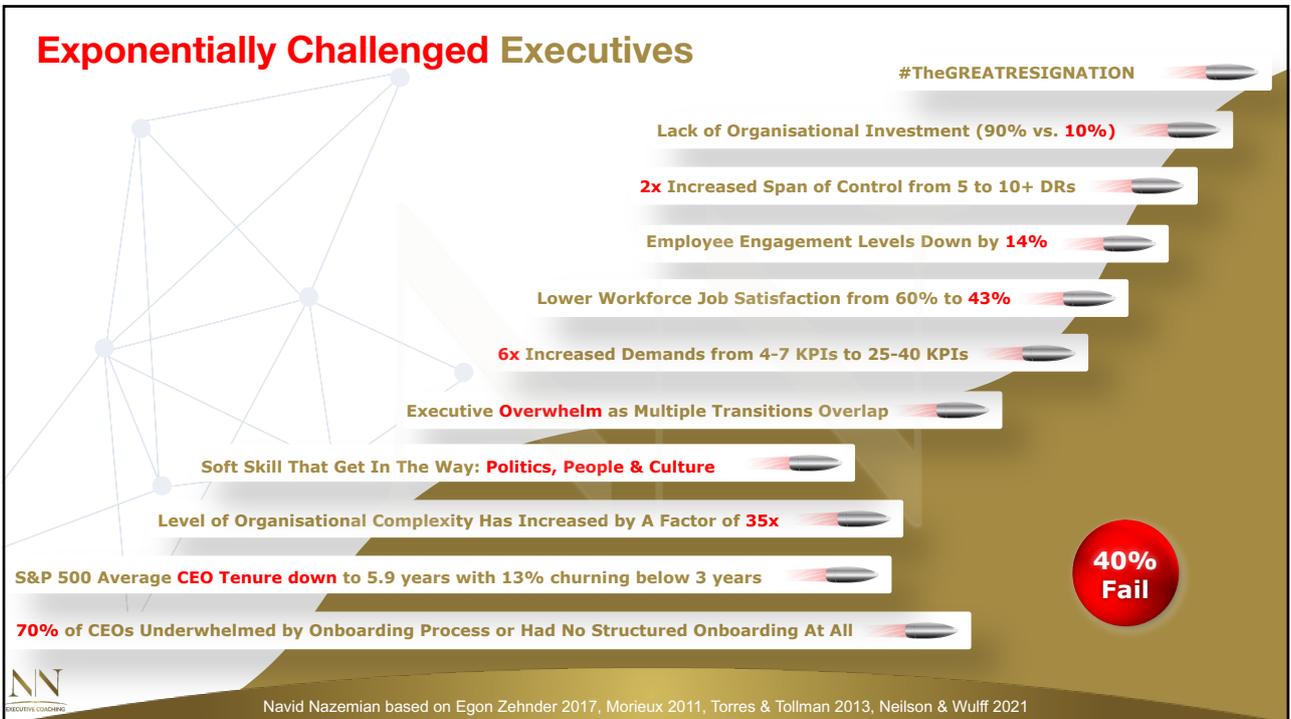
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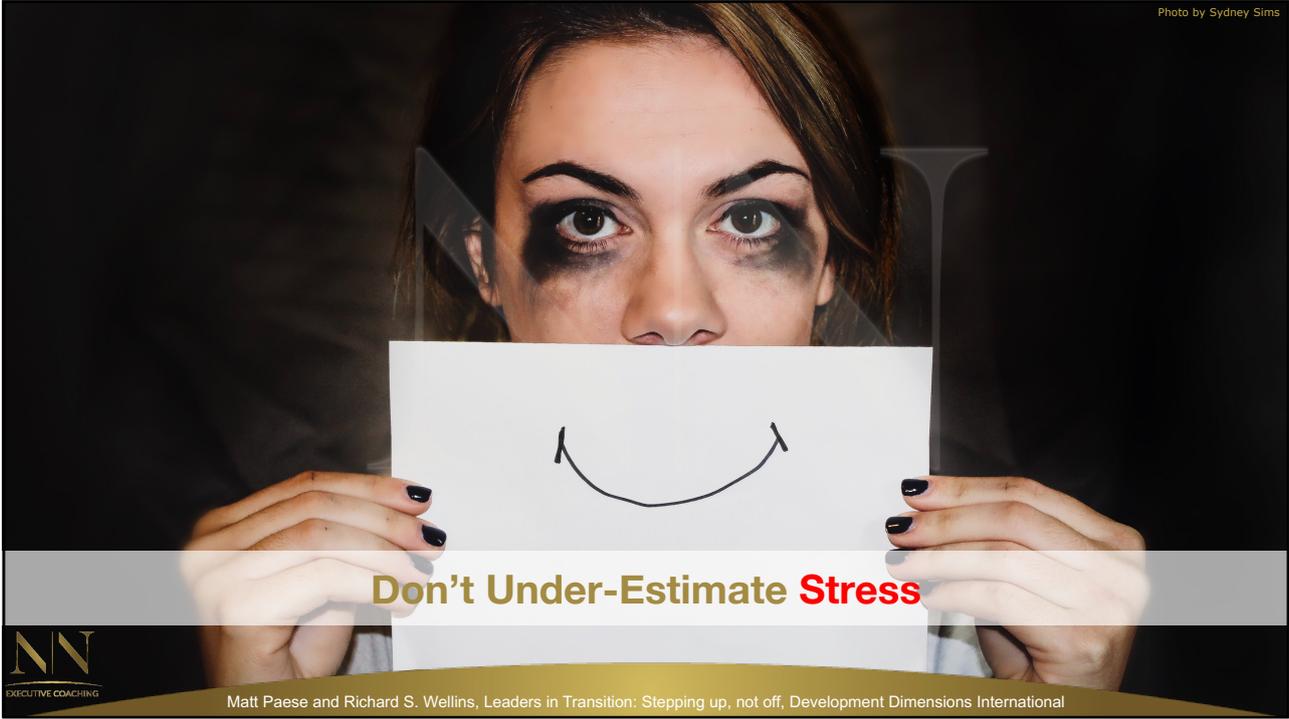
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Significant **Cost** to the Organisation

Forbes & HBR: The cost of replacing an executive can be anywhere between 10 to 30 times their salary:

Chief Executive Officer
Salary levels by market capitalisation

Market capitalisation	No of co's	LOWER DE-CILE £	LOWER QUARTILE £	MEDIAN £	UPPER QUARTILE £	UPPER DECILE £	AVERAGE £
£4-6bn	26	524,600	568,100	807,000	874,000	961,600	743,900
£6-8bn	19	587,600	672,500	760,000	850,800	971,000	766,000
£8-17bn	22	631,700	714,600	854,500	978,400	1,078,200	849,500
£17-56bn	14	975,100	1,007,400	1,136,000	1,267,300	1,364,900	1,137,800
>£56bn	15	1,072,400	1,199,200	1,284,000	1,300,000	1,324,200	1,238,800

£8.5 - 25.5 Million

Deloitte: Director's Remuneration in FTSE 100 Companies; Forbes: The True Cost Of A Bad Hire: It's More Than You Think

Prominent and Costly Executive **Mis-hires**

Photo by Andrea Natali



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Epic CEO Transition Failures

Photo by Joanna Kosinska

Company	CEO	Duration	Cost
SAP	Christian Klein	6 months	\$2 Mio
HP	John A. Stanton	10 months	\$7.2 Mio
Boeing	Mark Taper	15 months	\$1.8 Mio
Uber	David Neeleman	6 months	\$ Undisclosed

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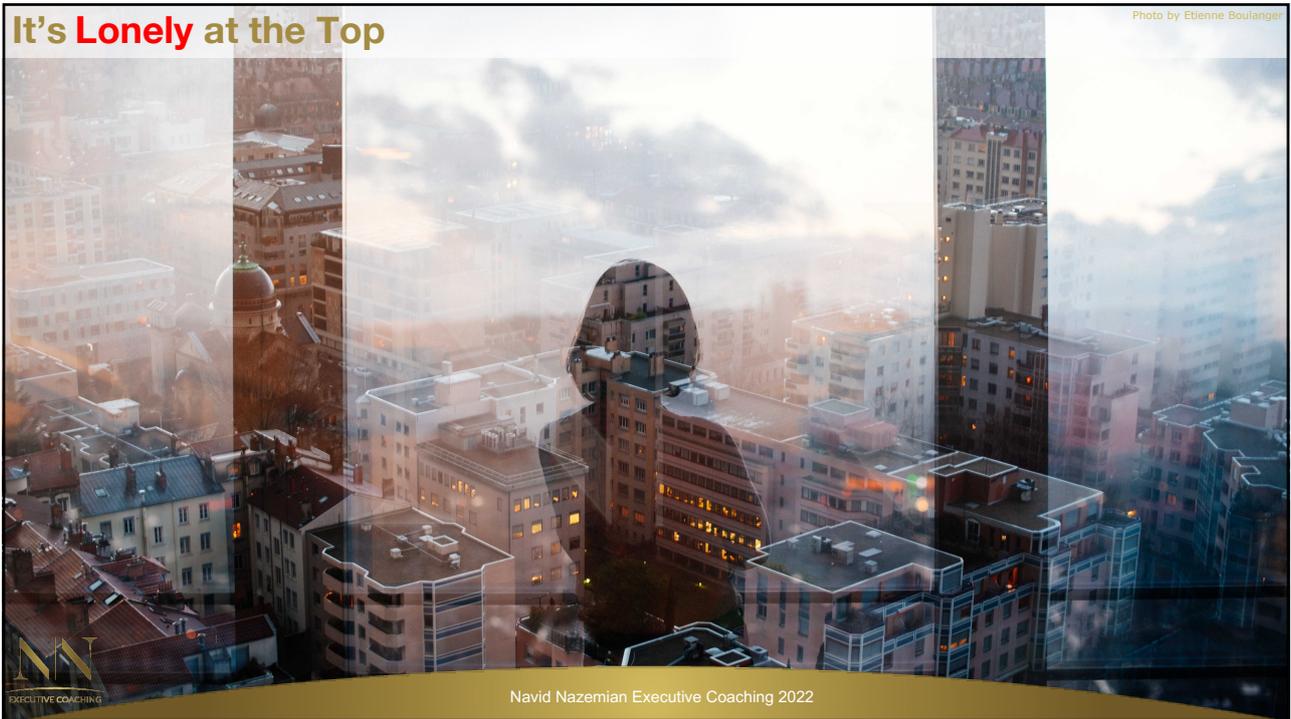
Photo by Engin Akyurt

What Is The Cost of Failure to You?

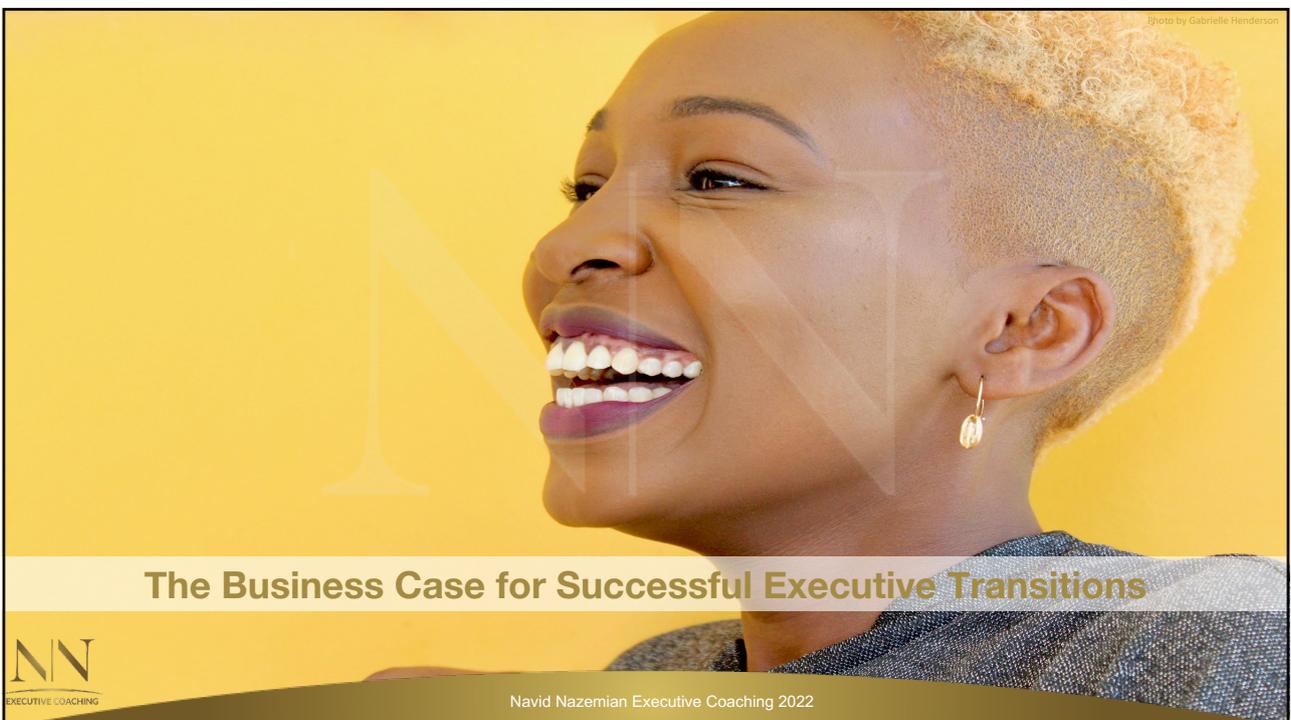
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The Business Case For Successful Executive Transitions

BASIC ONBOARDING		SUCCESSFUL TRANSITIONS
67% of company strategies fail due to poor execution	▶	90% likelihood that executive & team meet 3-Y performance goals
Flat or declining revenue growth & profit margin	▶	2.5x Revenue Growth 2x increase in Profit Margins
40% of executive hires are pushed out, fail or quit	▶	50% lower attrition risk & derailment risk reduced by 50%+
Replacement cost of an executive 2.5-30X salary	▶	Significant opportunity cost saved
Ramp up time external hires 6-9 Mo. Ramp up time internal hires 3-9 Mo.	▶	50% reduced ramp up time

SPECIALIZED EXECUTIVE TRANSITION COACH

CEB: The Cost of Poor Leadership Transitions; Forbes: The True Cost of a Bad Hire; HBR: Onboarding Isn't Enough; Russell Reynolds Associates: De-Risking Executive Transitions to Accelerate Value Creation

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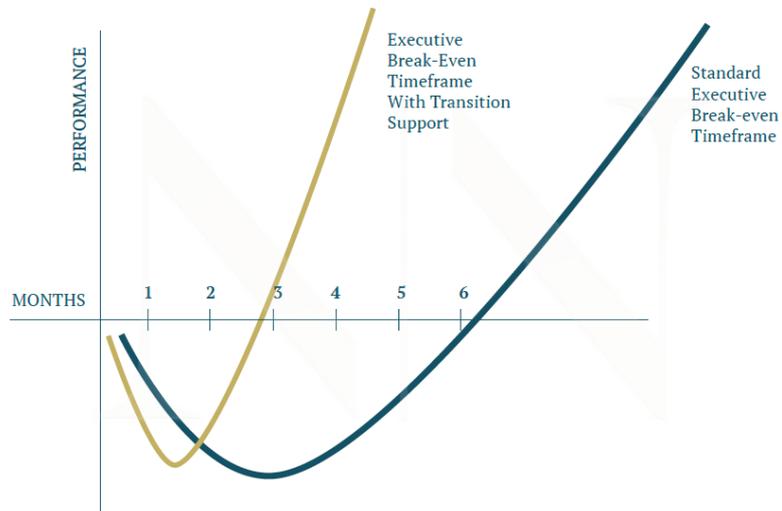
Key Interventions to Make Executive Transitions More Successful



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1. Executive is Supported by a Transition Coach

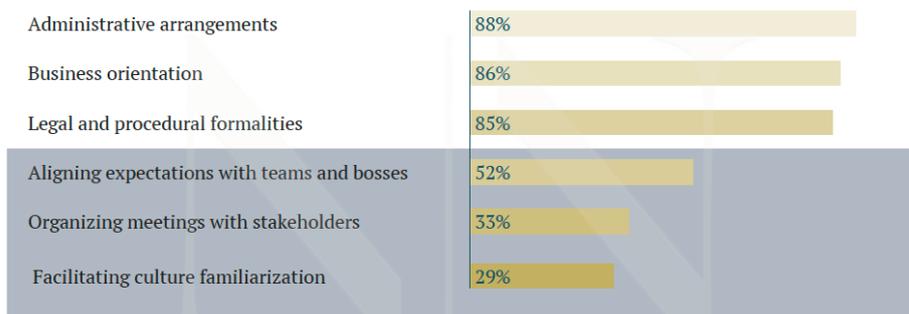


Russell Reynolds Associates 2020, Michael Watkins 2003, Dai de Meuse & Geddert 2011, Watkins & Byford 2018

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2. Executive is Adequately Supported by the Organisation

Percentage of HR leaders that felt their organizations were effective in the following key areas of onboarding:

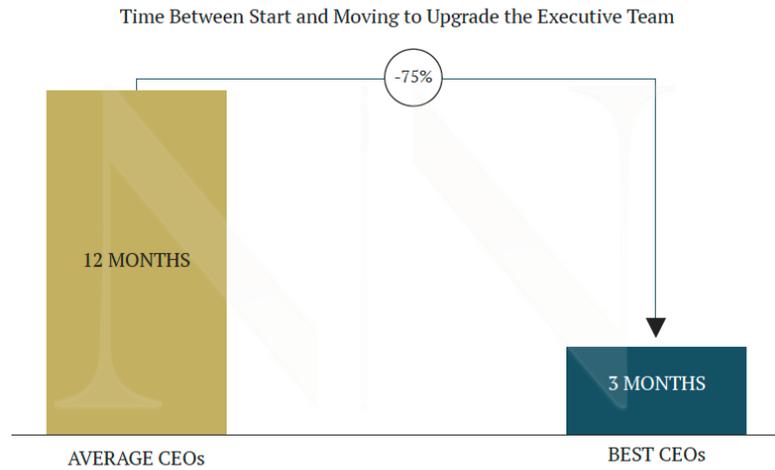


Virtually all large companies are effective at the basics of signing up and orienting new hires. However, many companies think they are doing a good job of integrating new hires when they actually aren't.

Genesis Advisers, 2021

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3. Timing: Best Executives Move to Action Faster Than the Rest



Russell Reynolds Associates 2020, Michael Watkins 2003, Dai de Meuse & Geddert 2011, Watkins & Byford 2018

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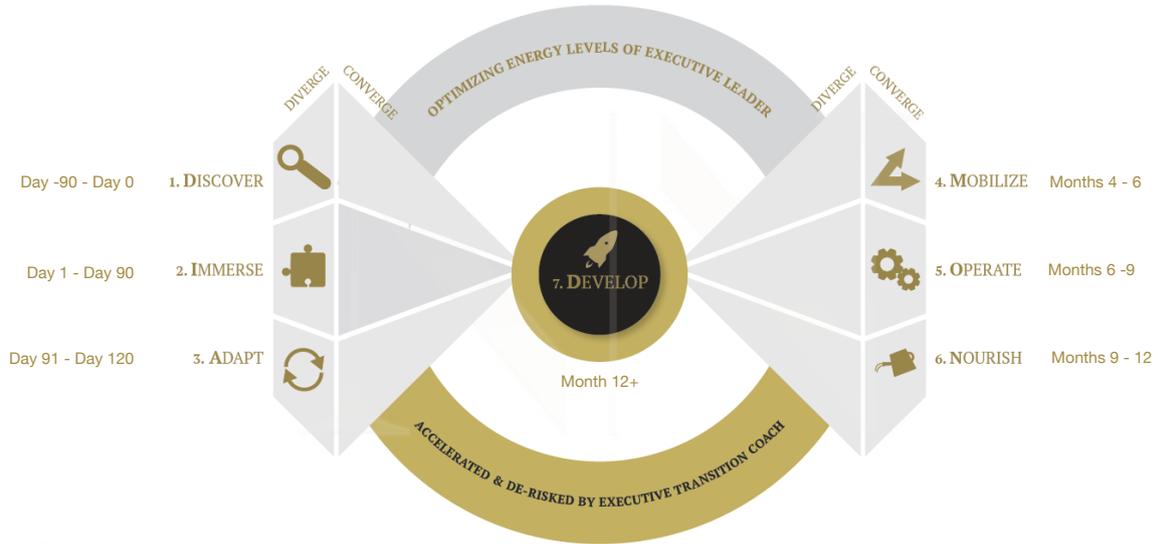
4. Executives Have to Reflect & Apply A New Mix of Skills & Activities



Matt Paese and Richard S. Wellins, Leaders in Transition: Stepping up, not off, Development Dimensions International

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5. Apply A Structured & Executive Level Appropriate Transition Framework



The Double Diamond Framework© of Executive Transitions by Navid Nazemian, 2021

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CXO Case Study

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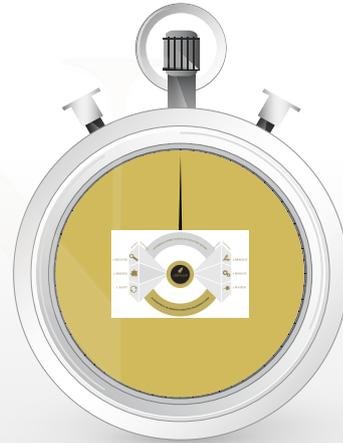


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CXO Case Study

Summary of Executive Transition Coaching (12 m)

- ✓ **Identified and interviewed key stakeholders** before formal start date, virtually met new LTs (HR & TT)
- ✓ Jointly reflected on context, identified time frame and intended coaching **outcomes**, formed and established relationships with key stakeholders, **especially with LM & Team**
- ✓ Discussed and set up a process to **assess existing top team**, did a partial **refresh**, established new **WoW** and established **performance standards**
- ✓ Committing sufficient time to key stakeholders and **preparing crucial conversations** and post-debriefs
- ✓ Test bed and active thinking partner on key communications, and new elements of **company culture** (HQ vs. OpCo)
- ✓ Built in **check-in points with key stakeholders**, always asking for advice (& not feedback) and report back
- ✓ **Outstanding performance rating & early contract renewal**



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Recap



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Quick Poll



What's most useful?

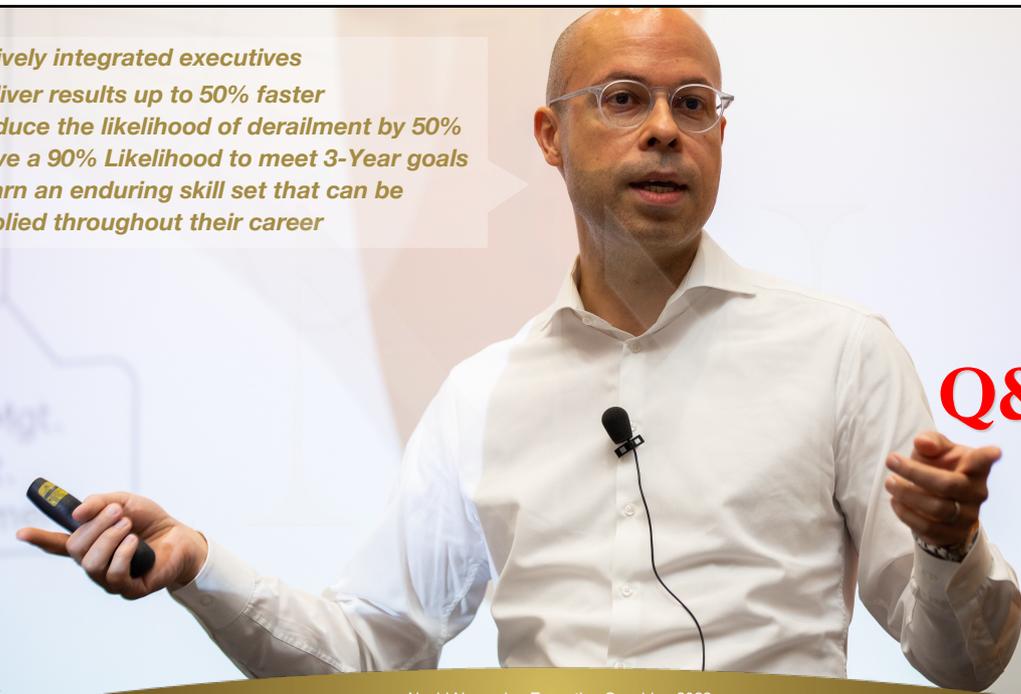


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Effectively integrated executives

- *Deliver results up to 50% faster*
- *Reduce the likelihood of derailment by 50%*
- *Have a 90% Likelihood to meet 3-Year goals*
- *Learn an enduring skill set that can be applied throughout their career*



Q&A



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Navid Nazemian, PCC (ICF)

I help leaders successfully transition into new roles through maximising their leadership impact, build high performing teams and create admired organisations. I am an expert coach and thought leader in executive transitions, having lived and successfully worked in 5 countries across 6 sectors and working with C-level leaders on the same as a Coach. My background spans over 20 years of HR experience in some of the world's most admired organisations at country, regional and global leadership level, in both emerging and developed markets.

Specialisation
I work as an **active thinking partner** with clients and am **hands on with delivery**, always **linking business strategy to people** in:

- 1. Executive Transitions:** First 120 Days, Functional Management to General Management, C-Suite Appointments, Career Orientation, High Potential Development
- 2. Maximising Leadership Impact:** Power, Influence, Presence, Brand and Resilience

Using **strategies designed to overcome obstacles quickly**, I have helped numerous leaders to **successfully eliminate unproductive thinking** and **solve their toughest, most complex challenges**. In return they have supported their organisations to build world-class cultures primed to create new markets, accelerate performance, increase productivity and develop game-changing value propositions.

Professional Background
Having been a local, regional and global member of senior leadership teams in large publicly listed organisations myself, I have first-hand experience of what it is like to work with the dynamic complexities and pressures faced by senior leaders. My clients therefore experience the added benefits of partnering with a highly experienced coach who is walking-the-talk successfully.

Education & Coach Training
Next to holding a Master's Degree in International Management/Foreign Trade from Hamburg University of Applied Sciences, Germany, I have been trained as a Principled Negotiator at Harvard Law School in Cambridge, USA. Having successfully completed my rigorous 3-year coach education across 3 continents in Africa, America & Europe, I am also a trained Coaching Circles™ Facilitator and have completed the Academy of Executive Coaching's (AoEC) Systemic Team Coaching Certificate. Currently I am the only European member of the global nomination committee of the International Coaching Federation (ICF), supporting ICF's mission to lead the global advancement of the coaching profession.

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Executive Coach & Global HR Leader

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NAVID@NAZEMIAN.COM | +44-77-666 82815

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A Sample of Coaching Client Organisations

bp

ABB CCLA

digikala

Snapp! Group

شركة الكهرباء السعودية
Saudi Electricity Company

Coca-Cola

SONOVA
HEAR THE WORLD

COLGATE-PALMOLIVE

dpa

Pearson

KPMG

LONGi Solar

COBEL DAROU

Huhtamaki

Leuze

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